



the Maine Stater

PUBLISHED BY THE MAINE STATE EMPLOYEES ASSOCIATION

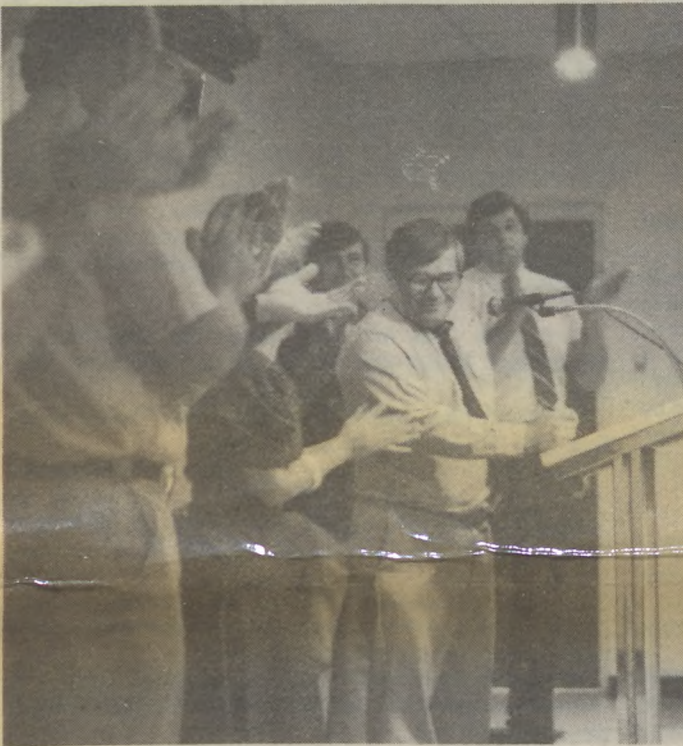
SPECIAL EDITION

VOL. XXIV NO. 4

JULY, 1989

UPS709-

Historic 3-Year Pact Reached



Chief Negotiator Dick Molan presented the agreement . . . and got a standing ovation from the Bargaining Committee on July 1.

Anatomy Of A Victory

By Phil Merrill, Executive Director

This year, the MSEA Executive branch Bargaining Teams brought back a contract for membership approval that promises wage increases, benefit improvements, and new protections that make it the best contract those units have ever attained. For this victory, the twenty five members of the Bargaining Teams and Chief Negotiator Richard Molan deserve a great amount of credit and the thanks of all Executive branch state employees. Their skill and perseverance was the single most important factor in these accomplishments. But this alone would not have created this result.

It is important to spend a moment reflecting on all the elements that went into this victory so we can learn the lessons before us.

We must go back to the point at which then MSEA President Bob Ruhlin and then gubernatorial candidate Jock McKernan agreed that state employee relation could be improved if we had the chance for three-year contracts. McKernan made that part of his campaign and received the support of many state employees who longed for a more harmonious relationship with their employer. Governor McKernan supported MSEA's bill to allow three-year contracts, and MSEA Lobbyist John Lemieux guided the bill to passage with strong support from the Democratic legislature.

Without the ability to go to a third year, most of the gains in this contract would not have been possible.

In the first round of bargaining with the McKernan administration, the people on the other side were new; our

— continued on p. 5

On June 30, MSEA's statewide Bargaining Committee met at the Augusta Civic Center to hear some very good news. A day earlier, after months of talks and two sessions of day-and-night "marathon" bargaining with state negotiators, the 1989 Bargaining Team nailed down what it had campaigned hard for: the best contract possible for Maine state employees.

150 Bargaining Committee members gave a standing ovation to negotiator Dick Molan and the Teams at the beginning of a thorough review of the tentative contract agreement. At the end of the morning, they voted overwhelmingly to send the agreement out to MSEA membership with a recommendation to vote "yes". That vote, by mail ballot, should be taking place during the first half of July.

Molan praised the dedication "put forward by the Teams

for you . . . it was the best effort possible." While there are always flaws, he told the Committee, "what we didn't get we'll go after next time."

But it was clear from the faces at the meeting that the tentative contract, which calls for a 20.5% pay increase over three years, and much more, speaks for itself.

Court and VTI employees also got good agreements, highlighted in the **Stater**, to round out much of MSEA's Contract Campaign '89. Still at the bargaining table are teams representing Lewiston Local 5 (at this writing Local 5 was headed into mediation), Maine Maritime Academy employees, and Maine Turnpike Authority members. MSEA efforts will now concentrate on achieving equally strong agreements for them. Optimism is high and the union strong. We're bargaining for the best, and won't quit until all our contracts are funded and signed.

Executive Branch Contract Agreement Recruitment and Retention

We went into bargaining determined to make real strides that would help us address the states problems with recruiting and keeping quality state employees. We make some real steps in this contract.

GENERAL SALARY INCREASES

7/1/89	3%
4/1/90	3%
10/1/90	3%
4/1/91	3%
7/1/91	7%

Net effect with compounding: on July 2, 1991 base pay will be 20.5% higher than now.

CHILDCARE

Effective 1/1/90:	\$25,000 or less	
	gross family income	\$700.00
	\$25,000 to \$30,000 gross	
	family income	\$400.00
Effective 1/1/91:	\$25,000 or less	\$800.00
	\$25,000 to \$30,000	\$500.00
Effective 1/1/92:	\$25,000 or less	\$900.00
	\$25,000 to \$30,000	\$600.00
	\$30,000 to \$35,000	\$400.00

— continued on p. 6

Legislative Review

Bipartisan Approach Leads to Successful Session

By Carl Leinonen, Legislative Director

Though for a while the issue appeared in doubt, the first session of the 114th Legislature finally struggled to an end late on Saturday night July 1. Legislators settled on funding for a wide variety of 1989 initiatives, including the state's budget for the coming fiscal year. MSEA fared very well. Six of our top priorities were signed into law, and legislators appropriated money for other major proposals positively affecting the state workforce as well. With tentative bargaining agreements in the Executive branch, Judicial branch and VTI system in hand, we will now be concentrating on securing funding for those contracts.

We broke new ground in significant areas: giving the union a substantial role in the decision-making process for recruitment and retention pay adjustments; protection of members' jobs against contracting out; and retired members' pension cost-of-living adjustments. We successfully protected MSEA's popular mail-order drug program from legislative efforts to undermine it. We also received funding for a Reclassification Study and improved health insurance benefits for our newest members at Maine Maritime Academy.

MSEA also played an important role as a member of the "round table" coalition that helped pass major reform of the laws which govern the delivery of health services in Maine. This legislation will be discussed in the next Stater.

On the down side, the State didn't pick up Medicare Part B premiums for Medicare-eligible retirees. A long shot to begin with, our proposal did not get the Appropriations Committee's vote after Governor McKernan publicly revised revenue projections for the coming year downward.

L. D. 1195, "An Act to Clarify the Definition of State Employee under the State Employee LABOR Relations Act," was enacted in both Houses but vetoed by the Governor. The veto was overridden in the Senate, with all Democrats and Republican Senator Norman Weymouth voting with us, but sustained in the House. In a letter to legislators, McKernan disagreed with MSEA's contention that excluding many higher-level state positions from bargaining unit protection served no purpose and curtailed career ladders within bargaining unit job series.

Our bipartisan approach to the political process this year paid off with valuable results. The McKernan Administration took some early lumps in the session but played a tough end game, forcing key compromises in the budget process and

on major items like property tax relief and health care. After intense political debate, 85 new staff positions were funded for AMHI (on top of 81 already added in February) and 30 for Bangor Mental Health Institute.

Strong Democratic support on the floor for our key initiatives and solid support from Democratic Committee leadership — in particular, the Legal Affairs, Judiciary, State and Local Government, LABOR, AND Aging, Retirement and Veterans Committees — was absolutely crucial to our successful session.

1989 Legislation Passed

L. D. 1036, "Resolve, to Direct the Executive Branch to Develop a Special Review Process to Monitor Personal Services Contracts."

MSEA's original contracting-out bill became a legislative resolution with important consequences. For any personal service contract over \$15,000, MSEA now has the opportunity of review before a contract is executed. If there are problems, the union will meet with the initiators of the proposal to try to resolve them. Results of all such efforts will be fully reported to the legislature in the next session.

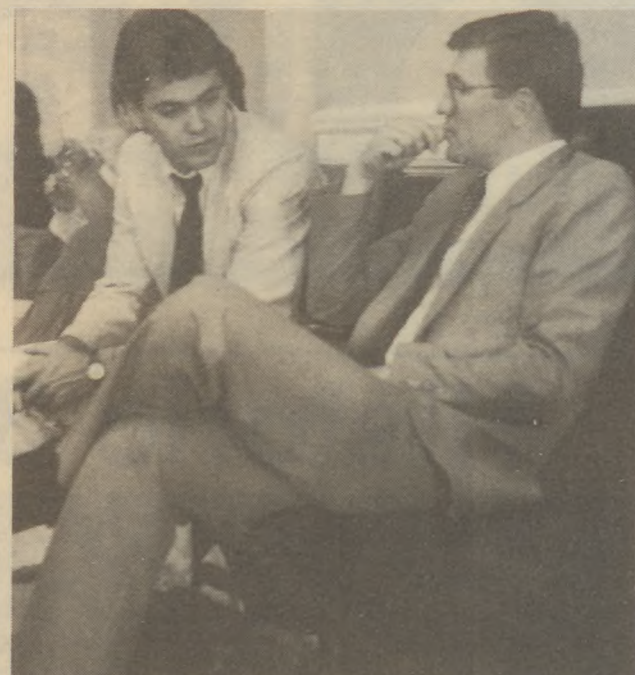
L. D. 1651, "AN ACT to Clarify Negotiability of Recruitment and Retention Adjustments."

A significant gain for the union in one of our top goals: to improve the state pay system as a tool in hiring and keeping talented employees. Under this bill, either a state agency or the bargaining agent (MSEA) can file a request for a recruitment and retention pay adjustment where a problem filling existing vacancies exists. All requests are reviewed by a tripartite committee consisting of representatives from the Department of Human Resources, the Agency affected, and the union.

L. D. 242, "AN ACT to Return Certain Positions within the Department of Environmental Protection to Classified Service under the Civil Service Law."

Sponsors: Sen. Muriel Holloway, Rep. Harriet Ketover, Rep. Jim Oliver, Rep. Paul Jacques.

This bill repeals the amendment to the 1988 appropriations bill which declassified six division director positions in the Department of Environmental Protection. That amendment made these positions subject to political appointment.



Waiting for a Senate Vote: Legislative Director Carl Leinonen (right) and Chief Counsel John Lemieux stood by while legislators voted on crucial funding issues at the end of the session.

L. D. 735, "AN ACT to Improve the Cost-Of-Living Adjustment Under the Maine State Retirement System."

Sponsors: Sen. Joseph Brannigan, Sen. Pamela Cahill, Rep. Dan Hickey, Rep. Bargaining Strout.

State retirees now receive a maximum 4% pension cost-of-living adjustment depending on inflation. This bill provides that when the inflation rate exceeds 4% (as it has in fiscal 1989), a request for the difference between 4% and the rate of inflation would automatically be included in the Governor's Supplemental Budget request the following January. The Legislature's Appropriations Committee would then vote on that budget request.

The Legislative Council voted 9-1 in favor of taking L. D. 735 off the Appropriations table, where it had been slated to die, and enacting it.

— continued on next page

THE MAINE STATER

Phil Merrill, Editor
Don Matson, Managing Editor

(USPS 709-700)
is published monthly for \$1.80 per year by the Maine State Employees Association, 65 State Street, Augusta, ME 04330. Second-class postage paid at Augusta, Maine and additional mailing offices.
POSTMASTER: Send address changes to The Maine Stater, MSEA, 65 State Street, Augusta, ME 04330.



OFFICERS

PRESIDENT
Jim Webster
52 Glen Ave.
Augusta, ME 04330

Dan Glidden
Box 351
Ashland, ME 04732

George Burgoyne
228 Center St.
Bangor 04401

VICE PRESIDENT
Mary Anne Turowski
P. O. Box 8191
Bangor, ME 04401

Cathleen Cotton
RFD #1, Box 785
Readfield 04355

SECRETARY
Karen Bossie
RR 6, Box 609A
Augusta, ME 04330

Carol Fleury
RFD #2, Box 8340
Winthrop 04364

TREASURER
Brad Ronco
RFD #1, Box 460
Hallowell, ME 04347

Ray Dzialo
R.R. #3, Box 230G
Biddeford, ME 04005

Kathy Kadi
10 Howard St.
Portland 04101

Alix Caldwell
Lee Street
Wiscasset 04578

DIRECTORS

AREA I
John Hinkley
Box 5
Farmington Falls
04940

Fred Chase
Box 606
Bradford 04410

AREA II
Barry Cote
26 Taylor St.
Augusta, ME 04330

Muffie Sevigny
R.R. 1, Box 2030
Windsor 04363

AREA III
Wayne Hollingworth
RFD #3, Box 15
Freeport 04032

Charles Knapp
175 Weymouth Rd.
Gray 04039

RETIREE DIRECTOR

Charles Knapp

STAFF

EXECUTIVE DIRECTOR

Phil Merrill

ASSOCIATE DIRECTORS

Stephen L. Leach, Collective Bargaining

Carl Leinonen, Legislative Affairs

CHIEF COUNSEL

John Lemieux

DIRECTOR, FIELD SERVICES

Roger Parlin

DIRECTOR, FINANCE & ADMINISTRATION

Joan C. Towle

ADMINISTRATIVE ASSISTANT

Carol Wilson

ATTORNEYS

John McCurry

Eric Nelson

Roberta deAraujo

ASS'T. NEGOTIATOR

Chuck Hillier

EDUCATION AND TRAINING

Carolyn Chick

RESEARCH

Steven Butterfield

COMMUNICATIONS

Don Matson

FIELD REPRESENTATIVES

Ron Ahlquist

Roger Dunning

John Graham

Sandy Dionne

Tim Wooten

Robert McLaughlin

RECLASSIFICATION ANALYST

Pamela Morin

INSURANCE COORDINATOR

Ethelyn Purdy

ACCOUNT CLERK

Carmen Gardner

SUPPORT STAFF

Debbie Roy

Cheryl Stoddard

Crystal Hodsdon

Andrew Wing

Donna Davis

Kathy Weymouth

Missy Fellows

Andy Birch

Beth Jackson

Norman Benoit

Donna Turcotte

Mary Dow



65 State Street
Augusta, Maine 04330
Tel. (207) 622-3151
1-800-452-8794

Affiliated With
the
Service Employees
International Union
AFL-CIO, CLC

Legislative Review (continued from p. 2)

L. D. 1039, "AN ACT to Fund and Implement Reclassifications with Maine Maritime Academy Employees in Collective Bargaining Agreements Represented by MSEA."

Sponsors: Sen. Michael Pearson, Sen. Tom Perkins, Rep. Donald Carter, Rep. Ruth Foster.

This bill funds a study of job classifications at Maine Maritime Academy and establishes an account to fund job reclassifications expected as a result.

L. D. 995, "AN ACT to Fund and Implement Changes in Health Insurance Benefits in Collective Bargaining Agreements with Maine Maritime Academy Employees Represented by MSEA."

Sponsors: Sen. Michael Pearson, Rep. Donald Carter, Rep. Ruth Foster, Rep. Richard Gould.

This bill funds dependent health insurance coverage negotiated for MMA Employees.

L. D. 977, "AN ACT to Establish Disability Retirement Benefits for Members of the Maine Retirement System."

For the first time, the Maine State Retirement System will pay for rehabilitation for disabled state workers, instead of the worker. A key change in the law, it should help remove people from disability sooner.

In addition, L. D. 977 provides that outside income disabled workers may earn without affecting their disability income can be at a level of \$10,000 per year or one-third of average final compensation, whichever is greater.

L. D. 1250, "AN ACT Relating to Licensing of State Social Workers."

Sponsor: Sen. Beverly Bustin.

This bill extends the date for licensing of social workers employed by the State by one year, and mandates that the State provide the supervision required by law for all social workers who must be licensed to perform their job duties.

L. D. 1484, "AN ACT to Fund the Maine State Retirement System for Certain Employees Previously Covered by the County Retirement System."

MSEA actively lobbied for L.D. 1484, which assures that court employees who worked under the old County Retirement System receive a higher rate of retirement benefits under the state Retirement System when they retire. For those already retired, the higher rate will be **prospective**, but not retroactive.



First vote goes to MSEA: Mary Cahill (D-Mattawamkeag) was elected to fill her father Thomas Cahill's House seat after he died earlier this spring. Moments after she was sworn in, she voted in favor of MSEA legislation on the floor of the House. That kind of support for the union on a crucial legislative concern is the way friends are made, and an important reason for our successful legislative session.

L. D. 683, "AN ACT to Prohibit Motor Vehicle Insurers from Adjusting Personal Insurance Rates of Public Employees Involved in Collisions."

A key concern of highway crews, this bill provides protection for employees driving state vehicles in the performance of their duties.

L. D. 1328, "AN ACT providing confidentiality for public sector job applicants."

This bill provides confidentiality for people applying for upper-level state jobs, a protection which should encourage talented candidates seeking state employment.

L. D. 66, "AN ACT to establish Occupational Health and Safety Standards for Operators of Video Display Terminals."

The final version of this bill, supported by MSEA, calls for education of workers who use VDT's as to health and safety risks, and provides for a study to be conducted seeking remedies for existing problems.

Legislation opposed by MSEA

L. D. 1311, "AN ACT to Amend the Third-party Prescription Program Act and Provide for Responsible Health Care Decisions."

This legislation, the product of two bills originally submitted to undermine MSEA's mail-order drug program, was killed. Instead, there will be a legislative study of the drug program bid process, with recommendations (if any) made in a report to the next session. Good news for all our active and retired members who participate in the program, and the result of strong lobbying by our membership.

L. D. 337, "AN ACT to Authorize the Supreme Court to Provide a Record of Court Proceedings."

This bill was a resubmission by the Judicial Department this year seeking to open the way for electronic recording of court proceedings. Court reporters were concerned about the scope of the proposal.

The bill went before the Judiciary Committee. Amendments were put forward to clarify when court reporters would be required at court proceedings and to protect their collective bargaining rights. Shortly thereafter, however, the bill was **withdrawn**. The Judiciary Committee recommended to the Court that compromise be reached on the issue between management and LABOR before further attempts at passing legislation.



Working Clothes: Senate President Charles Pray confers with Sen. Bev Bustin and Sen. Pam Cahill during a busy moment on the 3rd floor the day before the session ended. His jacket and shoes were back in his office out of the way.



President Jim Webster

Contract Campaign '89: We Should All Be Proud

By Jim Webster, MSEA President

I would like to take this opportunity to thank everyone who contributed to our successful bargaining campaign! We were able to develop a campaign, with the assistance of SEIU and hundreds of members who participated, which created an atmosphere where our Bargaining Teams felt strongly they were indeed speaking on behalf of our membership. In essence, the campaign was an internal organizing effort unparelled in MSEA history. I felt a sense of unity that I have never felt within MSEA.

Early in this round of negotiations, the Teams and Bargaining Committee adopted a workplan laying out a campaign designed to bring some attention to the plight of state employees. Internal and external communications were needed to accomplish this objective. There were many new tactics undertaken, some with higher risks than others. The Teams decided that now was the time to take those risks.

Our theme, PUBLIC SERVICE . . . A RESOURCE WORTH PRESERVING, let members, politicians and citizens be aware of the fact that without public servants doing their jobs, one of Maine's most valuable resources would be lost.

With the assistance of SEIU, we put together a series of

bargaining issue papers for our membership to generate support for the Bargaining Teams at the table on the real concerns of the state workforce.

We held a series of meetings with legislators where members were able to meet individual legislators and help deliver the message that the State would have to be willing to meet our concerns if government was going to be able to maintain the level of services to the citizens of the State of Maine they had come to expect.

We held a series of meetings with newspaper editorial boards designed to let the papers know we had substantive issues that the State would have to address in contract talks. We wanted to make sure the press understood that our members were concerned that recruitment and retention problems were significant enough to put Maine at risk of seeing services seriously eroded.

Any of these components by itself would not have gotten the results achieved, nor would all of these components have been successful if not for the commitment of the entire organization. We should all be proud to be part of this great Union and this historic contract settlement.

Bargaining Team Leaders on the Agreement



Bob Ruhlin, Professional-Technical

"The changes in the bargaining process this time around worked for the benefit of our membership. We'll review them again for next time, continue to make them work better for all of us."



Phil Seigny, Operations, Maintenance & Support

"The best contract we could have gotten, we got. OM&S made out extremely well; reaction among members has been very good. A special thanks to the whole team."



Ray Dzialo (left), Law Enforcement

"This was a long-awaited team effort. Everyone has prospered in this agreement, even discounting the pay increase. People are extremely positive; it's a great accomplishment. We had Dick Molan's strong advocacy and support from members on the issues."



Carol Fleury, Administrative Services

"Ad services came out with mixed feelings: we did well for the greatest number. We've been trying to get the State to recognize our worth, and they've given us some openings, but still not enough. Since they've opened the door to us, we intend to take advantage of it; we'll be there at the table again."



MSEA Vice-President Mary Anne Turowski's expression speaks for itself!



Peter McCarthy, Supervisors

"We've gotten one of the best contracts possible — the result of a united effort by one of the best bargaining teams MSEA has ever put together."

Victory (continued from p. 1)

Teams at that time had the wisdom to settle for contract with a decent wage adjustment, the beginning of longevity recognition, child care stipends, and an agreement that came on time. Not small items, but short of addressing the many issues that had been ignored during the Brennan and Longley Administrations.

Timing is not everything, but without it you have nothing. The next time the Administration would have found its own footing and would be looking ahead toward the end of the first term.

In the meantime, MSEA sought to build a level of mutual trust and cooperation with the McKernan Administration in our labor/management committees. While there are some in the labor movement who oppose any effort to work with management, the leadership of MSEA has been anxious to pursue mutual efforts when the opportunity is presented. Maybe that is because our past battles with management have made us comfortable with our ability to engage in confrontation when necessary, and to extract a price. We have pursued progress in labor/management committees because it is in our short-term interests, and because these successful mutual efforts create positive inducements to labor and management to deal fairly with each other in other forums.

These efforts succeeded in creating savings that allowed us to improve health care benefits when many workers have accepted takebacks, and they created a general atmosphere that helped hold this time's bargaining together at its sticky points — and there were several.

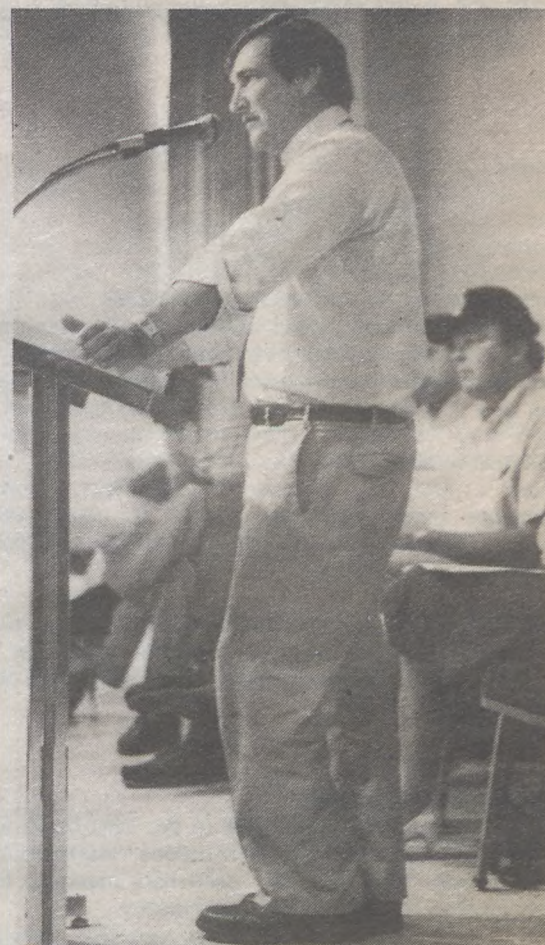
MSEA has also endeavored to maintain a bipartisan political approach. Our friends in each part know that in helping us they will not be alone and subject to partisan attack. Neither party can afford to take our votes for granted. Some might ask what this has to do with collective bargaining: the answer is, a great deal. In the public sector, politicians approve and fund contracts. Legislators who do not pay attention to politics have the same life expectancy as businesspeople who do not pay attention to their profit margin. For public sector labor unions not to pay attention to this political side is no less shortsighted than a private sector union ignoring the financial health and acquisition plans of the corporation they are bargaining with.

Our 1989 bargaining effort was the result of a long campaign. It really began almost two years ago when President Jim Webster appointed MSEA Vice-president Mary Anne Turowski to head a committee to streamline MSEA's bargaining process. Mary Anne, Chief Negotiator Steve Leech, and all members of that committee did a good job, giving us a more disciplined approach than MSEA has taken in the past.

This year, Jim Webster worked with Steve and all the members of our Bargaining Committees and Teams to develop and carry out a full-fledged campaign. Affiliation with SEIU strengthened our research, public relations, and planning capabilities. Webster put in long hours, and hundreds of members helped carry out the campaign. It required much information to be hand-distributed by MSEA members to MSEA members. It called for legislative dinners, meetings with the editorial boards of the major daily newspapers, and updates at chapter meetings. Webster demonstrated real determination to carry out every part of this campaign.

Throughout our contract campaign, we let all our members know what we were fighting for, we let legislators understand our needs and how they related to their goals, we informed the opinion-makers of the problems with recruitment and retention in state government, and we signaled the Administration that we were prepared to take our case to a wider forum.

These elements all came together with a Governor who promised to recognize that the strength of government to perform its vital functions is dependent on the dedicated people who do the work. Last year, Governor McKernan instituted "Recognition Week", and this year hundreds of MSEA members wore stickers which said "recognition begins at the table". The Governor saw to it that his negotiators got that message.



MSEA Executive Director Phil Merrill addressed the Saturday, July 1 Bargaining Committee Meeting.

This review began with recognition of the people who sat at the table and the Bargaining Committees who elected them. They were united, they made the hard decisions when needed, and they used all the tools at their disposal. They were more concerned with getting all they could for the membership than with their own needs or who got credit. If that had not been there, we would not have gotten this contract.

Finally, recognition must be given to the people who staffed the bargaining teams. MSEA Research Analyst Steve Butterfield worked closely with SEIU, used our new computer capacity, and assured our teams that their "intelligence" was just as good if not better than the State's. He did a great job.

Beth Jackson and Carol Wilson were always there when we needed support back up.

Dick Molan, a friend of our union for many years and when we needed him a friend indeed, got to know the Team quickly. An atmosphere of trust developed and spawned true unity in the tense closing hours of bargaining. Molan put the teams to work. He had them present their issues, and he had them lead "break-out" sessions with State subcommittees. Molan used every resource of a strong union that could help the Team accomplish its goals. He developed a no-nonsense working relationship with the new state negotiator, Bob Moore. Molan operated by the old rule that there is nothing a person can not accomplish if he or she doesn't care who gets the credit. That attitude contributed to this victory.

When any of us seeks to improve the situation of our members it is ultimately the strength of the whole organization that determines success. MSEA is strong because of members who serve on the Board of Directors, as Chapter Officers, as Bargaining Committee members, as Team members, as members of labor/management committees, and as stewards; and because of our MSEA staff. If you are one of these people, take real pride in what you have helped accomplish for your fellow employees; if you are not one of these people then thank them: their selfless sacrifice of their precious time has served you well.

Public Service:

A Resource Worth Preserving



Service Employees International Union, AFL-CIO



Contract Agreement (continued from p. 1)**LONGEVITY**

Effective 1/1/90

\$0.20 for 15 years service

\$0.30 for 20 years service

Effective 1/1/91

\$0.30 for 15 years service

\$0.40 for 20 years service

DOT CONSTRUCTION PROJECT EMPLOYEES

Salaried employees assigned as resident engineers, resident inspectors, assistant resident inspectors or inspectors on a construction project to receive one hour compensation time or one hour straight time for each day worked in the field.

EXTENDED WORK WEEK

Effective 11/1/91 Fish Hatchery workers and Highway Maintenance series employees to work 40 hours/week. (Base pay will be calculated by dividing current rate at straight time divided by 40 hours.)

EXAMPLE: If a highway worker on October 31, 1991 earned \$8 per hour for a 43½ hour work week, after November 1, 1991 his standard work week will be 40 hours and base pay would be \$8.70 per hour.

SUPERVISORY VACATIONS

New cap for vacation accrual rates to be: 260 hours for employees with less than 15 years of service; 340 hours for those with more than 15 years. (240 hour maximum for unused vacation credited towards retirement.)

ASSIGNMENT OUT OF STATE

When an employee has to be out of state over the weekend, and when the cost to return the employee is equal to or less than the cost of keeping the employee out of state, the employee may request that the department will return the employee home for the weekend.

LODGING AND MEAL EXPENSES

First year: breakfast — \$4, lunch — \$6, dinner — \$11. Second year increase dinner — \$12.

TELEPHONE REIMBURSEMENT

Increases allowance by \$1 in both second and third year.

DIVERS' STIPEND — L.E.

Maintain \$1000 stipend

7/1/89 \$ 8.00 per hour

7/1/90 \$ 9.00 per hour

7/1/91 \$10.00 per hour

All hourly amounts are in-water amounts

DIVERS' STIPEND NON-SEARCH AND RESCUE

7/1/89 \$ 8.00 per hour

7/1/90 \$ 9.00 per hour

7/1/91 \$10.00 per hour

All hourly amounts are in-water amounts.

CASEWORK

Caseworkers listed below will receive one personal leave day. Mental Retardation Caseworker, Psychiatric Social Worker Assistant, Psychiatric Social Worker I, Human Services Caseworker and Correctional Caseworker.

COMPENSATION TIME: SUPERVISORS

Comp time limit moved from 240 to 300 hours. State may purchase back up to ½ of comp time at its option.

WEEKEND DIFFERENTIAL

Effective July 1, 1989 Institutional employees, when they work on the weekend, will receive \$.25 per hour. Effective July 1, 1990 differential to increase to \$.50 per hour. Differentials will be added to the base pay rate for all shifts beginning with the third shift on Friday through the second shift on Sunday.

SUPERVISORY SALARY SCHEDULE

10/1/91 — 5% differential pay increase

NURSES

Weekend differential at \$.25 first year, \$.50 second year for all time worked. Hours worked in excess of forty hours will be paid at time and one-half for nurses covered by the stipend agreement.

OVERTIME (all except Law Enforcement)

Employees in pay range 21 and below to receive overtime pay (1½ times regular pay rate.)

UNIFORM MAINTENANCE ALLOWANCE

Effective January 1, 1990 uniform maintenance allotment will increase to \$175. January 1, 1991: \$185, January 1, 1992: \$200.

Effective 1/1/90, Allagash Park Rangers, Military Firefighter, Firefighter Supervisor and Fire Chief will be entitled to the above reimbursements.

SICK AND VACATION ACCRUALS

Effective upon the implementation of the State's new computer system, accrual rates will be set at 3.693 hours for each completed two-week period. Pro-rata calculations will be made for vacation steps; part timers and those who regularly work over 40 hours.

MEDICAL EXAMINER ASSISTANTS

The State Medical Examiner may pay off part or all accumulated comp time.

DRIVER LICENSE EXAMINERS

Driver License Examiners I and II shall receive a \$260 annual vehicle care allowance.

OMS DOT REIMBURSEMENT

Payment of allowances due DOT employees will be lumped together and paid twice yearly.

RECLASSIFICATION REOPENER

MSEA and The State agree to reopen negotiations to deal with the results of the Compensation Bargaining negotiations when they are concluded.

REOPENER

The contract will be reopened to allow funding if compensation bargaining is completed.

OPERATIONS, MAINTENANCE, AND SUPPORT SENIORITY

The new formula for determining seniority for purposes of filling vacancies will be one point for each month of continuous service in the classification for which the vacancy occurs and higher classifications previously held, plus one half point for each month in any other classification held.

Voluntary demotions will be given the same consideration as transfers.

LOWER HEALTH INSURANCE COSTS

This year we went to bargaining hoping to improve our members ability to afford the family coverage. We made some real progress from savings we had developed on the Employee Health Commission. This year the state share of family coverage will increase to 60%. This will reduce our members cost to just about the same dollar level as before this springs increase. As we find further costs in future years the Commission can increase the amount above 60%. It can not go lower however.

We also gave a statewide labor/management committee the task of creating a recommendation for a pool to which members can donate vacation or compensatory time. The pool would be used for catastrophic purposes involving either the member or their family.

PROVIDING A SAFE WORK ENVIRONMENT**WORK CLOTHING**

One pair of insulated winter gloves for Light Equipment and Heavy Equipment Operators and Auto Mechanics I & II. Permanent year round Allagash Park Rangers will receive parkas. Gatehouse Attendants, Ferry Service Able Seaman, Ferry Service Ordinary Seaman and Park Rangers will receive rain ponchos.

Effective July 1 of each year Bridge Maintenance Workers I, II & III will receive \$75 clothing allowance.

SAFETY BOOTS

Effective upon signing, Forest Rangers and Ranger Pilots will receive fire retardant boots in accordance with Dept. of Conservation replacement schedule. Marine Patrol Maintenance Mechanics will be added to the list of classifications to receive boot allowance. Boot allowance from \$60 to \$75 every two years.

VIDEO DISPLAY TERMINALS

Create separate article for VDT's in Pro/Tech, Supervisory and Administrative Services contracts incorporating existing Administrative Services Language in Article 30, Sect. 4, 5 & 6 of the contract.

Add sentence for provision of reimbursement for cost of corrective lenses in amount of \$30 first year, \$40 second year and \$50 third.

EMERGENCY NOTIFICATION

Within 45 days of the signing of the agreement the State shall develop and implement a policy to deal with emergency notification of all State employees.

HEALTH & SAFETY

Employees may request departments to provide necessary safety related equipemnt, clothing, devices or tools as may be required to maintain a safe working environment. Denials of requests may be appealed to the statewide Safety Labor/Management Committee for final and binding decisions.

CAREER OPPORTUNITY

MSEA has always viewed work as not just a means for financial reward but as a means for personal improvement and developing a greater sense of self worth. Toward this goal we have sought to improve the opportunities for career opportunity.

MILITARY SERVICE

Employees who are required to be members of the Guard as a condition of employment shall not suffer a loss of pay or benefits when attending authorized military training with approval of commanding officer.

EDUCATION, TRAINING & CAREER MOBILITY

Labor/management committee to be established for clerical employees that will identify training needs of clerical employees. The State will publish a manual of the availability of training and the procedures for obtaining funding to attend these programs. Each clerical worker will be entitled to a minimum of 2 days per year to attend a training program subject to available funds.

SUPPORT FOR OUR LAW ENFORCEMENT MEMBERS

The people who put their lives on the line and wait on call for 24 hours a day coverage need to have their sacrifice of themselves and their families given greater recognition by the state. This contract will make important steps.

LAW ENFORCEMENT SPECIAL AGREEMENTS

Effective second year — work in excess of 12 hours per day until next regular or scheduled start time will be compensated at 1½ pay or comp time. A quarter million dollar pool will be appropriated for this purpose.

FIRE INVESTIGATORS

Holiday and weekend standby will be paid at the rate of 16% (either pay or CTO) for each hour.

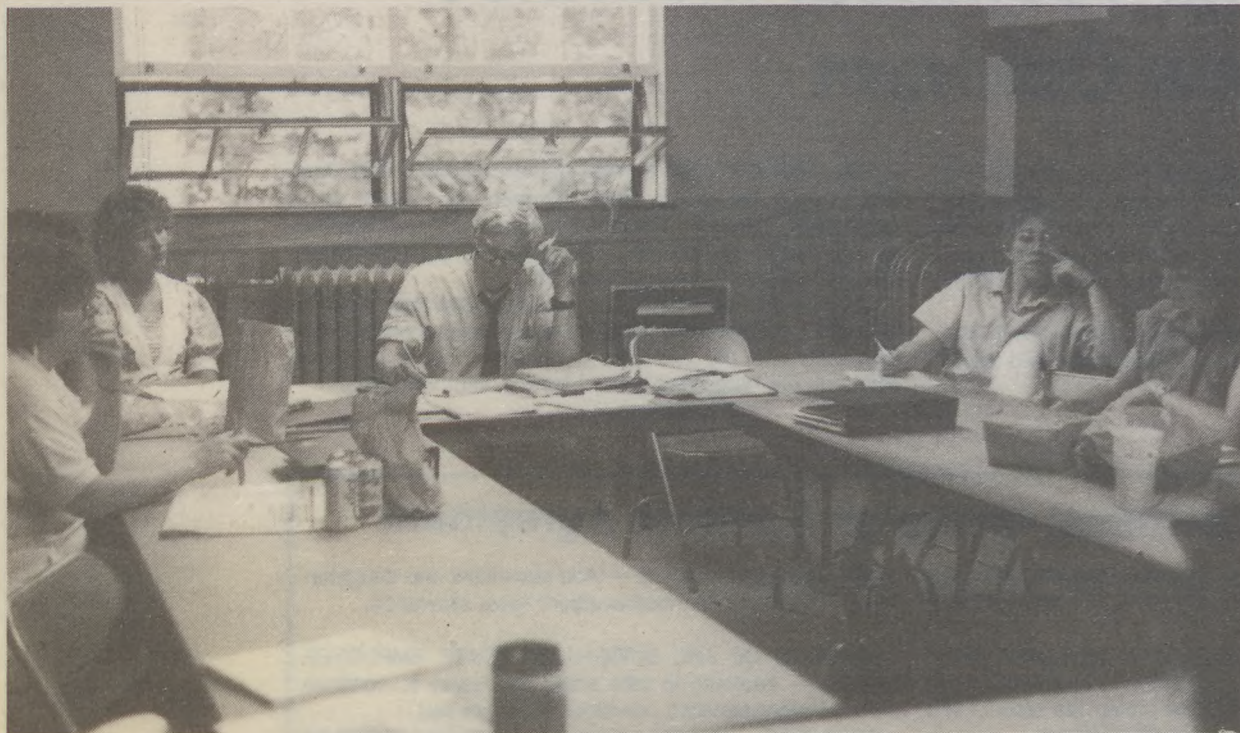
OTHER**GRIEVANCE**

Improvement in current contract language to select arbitrators and, in cases of discharge or discipline that leads to discharge, an expedited procedure for arbitration.

SEXUAL HARASSMENT

State to include in its Personnel Bulletin language that guarantees employees improved means for dealing with sexual harassment and defines sexual harassment.

Contract Agreement for Court Employees



Steve Leech and the Court Bargaining Team work on final proposals for the Judicial contract during mediation on June 27. An agreement was reached the next day.

On June 28, the Maine Court employees arrived at tentative agreement with the Judicial Department on a third contract. In the words of Chief Negotiator Steve Leech, who has worked with the Team for each of the agreements since 1985, "through their commitment and determination, they have produced three of the finest public sector agreements in the state of Maine. It's been a privilege to work with and to have become friends with those active members who have represented court employees so ably at the bargaining table."

Judicial employee members of MSEA will be voting on the tentative pact by mail ballot through July 19.

Highlights of the Judicial Branch Contract Agreement

GENERAL SALARY INCREASE:

Effective 7/1/89 — 5%
Effective 7/1/90 — 5%

1/1/91

\$25,000.00 or less
\$25,000.00 to \$30,000.00

\$800.00
\$500.00

(details for qualification and application shall be furnished shortly)

SALARY SCHEDULES

Effective 7/1/89, the percentage spread between steps 5 and 6 will be increased to provide a full 5% differential. Step 7 shall be adjusted accordingly.

Effective 7/1/90, the percentage spread between steps 4 and 5 will be increased to provide a full 5% differential. Steps 6 and 7 shall be adjusted accordingly.

LONGEVITY PAY (Administrative and Supervisory bargaining units, only)

Effective 7/1/89, all employees with 25 years of service or more shall receive a longevity pay differential of \$25.00 per week (or \$.66 $\frac{2}{3}$ per hour) added to their base pay.

MILEAGE ALLOWANCE

Effective 7/1/89, the mileage allowance shall be increased from \$.22/mi. to \$.24/mi.

HEALTH INSURANCE

Effective 7/1/89 the Judicial Dept. shall increase their share of the payment for two person and family dependant premiums from 50% to 60%.

EDUCATION AND TRAINING

Effective 7/1/89 the Education and Training fund shall be increased to \$18,500.

Effective 7/1/90 the Education and Training fund shall be increased to \$19,500.

SICK LEAVE BENEFIT POOL

A Labor/Management Committee shall develop and implement a mechanism whereby employees may contribute a portion of their leave credits to other employees who have encountered a catastrophic situation and who have exhausted their own leave credits.

CHILD CARE

Employees who have "adjusted gross family incomes" of up to \$30,000.00 per year shall be reimbursed for child care expenses, on an annual basis, in the following amounts:

Effective Date	Adjusted Gross Family Income	Amount
1/1/90	\$25,000.00 or less	\$700.00
	\$25,000.00 to \$30,000.00	\$400.00

MERIT ACHIEVEMENT PAY

Effective 7/1/89, Court Reporters who obtain the Certificate of Merit shall receive a differential of \$10.00 bi-weekly, added to their base pay.

VISUAL EXAMINATIONS

- Dollar limits have been applied as follows: \$50.00 for eye examinations and \$150.00 for corrective lenses.
- Court Reporters who utilize VDT equipment for the production of transcripts averaging 20 hours per week or more now qualify for corrective lenses, in addition to eye examinations.

TERM OF AGREEMENT

2 years (7/1/89 through 6/30/91)



Mediator Jim Carignan helped bring the parties together in short order this time around.

Vocational-Technical Institutes Get A New Contract

Early in June, two MSEA bargaining units representing over 200 employees in support services and supervisory jobs for Maine's Vocational-Technical Institute system arrived at a tentative contract settlement with VTI management. MSEA negotiator Chuck Hillier produced a summary of that agreement, featured below.

VTI bargaining team members were pleased with the tentative agreement, and said that members they had talked to were, too.

"We ended up with a pretty good contract," said **Paul McTigue**, a bargaining team member who works as a supervisor at NMVTI. "Some things we would have liked we weren't able to get, but we'll work harder for those next time. We feel we got all we could this time."

Echoing his comments, team member **Del Dorr** (SMVTI) said that members he'd talked to were pleased with the 6% increases and the educational benefits. "As a first-timer sitting on the bargaining team, I think it went very well."

Vocational Technical Institutes Contract Agreement

WAGES — 6% across-the-board salary increase, effective July 1, 1989; 6% across-the-board salary increase effective July 1, 1990.

HEALTH INSURANCE — Side letter of agreement stating that any increase in the employer's share of health insurance premiums experienced by the State during the term of the contract shall also be picked up the VTI System.

CHILD CARE — Increase the \$25,000 family income eligibility limit to \$30,000.

EXPENSE REIMBURSEMENT — Increase the \$150 per year reimbursement limit for courses taken to \$500 per year;

Increase in-state meal allowances; breakfast from \$3 to \$4; lunch from \$5 to \$6 and require no receipts for meals of \$10 or less.

SAFETY BOOTS — Change the \$60 every two years boot allowance to \$60 per year.

BEREAVEMENT LEAVE — Add son-in-law and daughter-in-law to the three day bereavement leave allowance.

SERVICES OF THE BUREAU OF STATE EMPLOYEE HEALTH — Trustees to take steps necessary to continue EAP and other services provided by the bureau.

VACATION — Increase accumulation limits to 35 days for those with up to 15 years of service, 45 days for those with 15 or more years.

FILLING OF VACANCIES — Reduce the promotion probationary period of six months (with possible six-month extension) to three months with possible three-month extension.

VDTs — Change eligibility for eye exam limit from 80% of time on Video Display Terminals to 66⅔%.

TERM OF AGREEMENT — July 1, 1989 — June 30, 1991 (two years)

Recognition



Sue Rogers (left) and Donna Doore, clerical workers, came to "Recognition Day" at Augusta's Capitol Park wearing a message for the Governor. The message got through.